

24 May 1978

MEMORANDUM FOR: Director of Personnel

STATINTL FROM : [REDACTED]  
Chief, Staff Personnel Division

SUBJECT : Statistics on Black Employees

1. Some time ago, the Deputy Director of Personnel asked for an update on the statistics on Black employees. Necessary information to compare Blacks in the Agency with occupations similar to the rest of the Federal Government was finally obtained and will be the subject of a separate memorandum.

2. In the meantime, there are some trends within the Agency which you may find of interest. The two tables on the next page show significant progress in the Agency employment of Blacks in the last eighteen months. For example, Table I shows that the proportion of Blacks in professional jobs has risen from 2.7% to 3.3% from November 1976 to April 1978. Similar and even more impressive gains are shown for technicals and GS-7's and above.

3. Looking at the last line of Table I, you will note that of Agency Blacks in GS jobs, we have moved up from 54.4% to 56.3% who are GS-7 and above. For the Federal Government only 36.4% of the Blacks were GS-7 and above in November 1976 (latest available statistics).

STATINTL 4. The gains are even more impressive when Table II is reviewed. This shows that as the Agency strength has decreased, Black employees have increased, both in absolute numbers and relatively. For example, while the Agency strength decreased [REDACTED] the proportion of Black professionals increased 19.3%. In every category, as the Agency has decreased, the proportion of Blacks has significantly increased.

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Pages 11-14 - WOMEN AND MINORITY PROFESSIONAL EMPLOYEES

These charts reflect the Career Service reports of the numbers and percentages of women and minority professional employees in the Agency. Minority employees include Blacks, Asian Americans and Hispanics, both men and women.

While the red annotations highlight the continuing situation of a much higher percentage of women and minorities in the GS-12 and below grade range as compared with the relatively small number of GS-13 and above, there has been a small increase in the upper ranges each year. In FY 76 and as projected for FY 77, the women and minorities are being promoted in a higher percentage than they are a percent of the population.

The annotations on the comparative charts indicate the average grade of the total population in contrast to the average grade of the women and minority groups. Also highlighted on the comparative charts are contrasts between ODS and promotions percentages. The supplemental chart reflects the ODS of women increased 17% from FY 74 to FY 76 and the ODS for Blacks increased 80% in that time period.

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**Next 3 Page(s) In Document Exempt**

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Pages 15-18 - EEO WOMEN AND MINORITY TECHNICAL EMPLOYEES

In total women and minorities represent approximately [REDACTED] of all technical employees in the Agency. While the FY 76 goals projected increased numbers of technicals in each EEO category only women actually increased their population. The greater part of that increase was in the DDO.

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Page 19 - EEO MOVEMENT OF CLERICAL AND TECHNICAL EMPLOYEES INTO PROFESSIONAL STATUS

Page 5 of the APP reports in gross numbers the movement of clericals and technicals into professional status. This page separates the totals of page five into EEO categorics plus white males. The white males columns on this page provide the reader with a completed accounting and also highlight their influence on the totals. The red annotations direct the reader to goals which history indicated will easily be exceeded and should require careful monitoring and control.

The comparative chart reflects the true impact of the 69 Conmo Techs converted to professional status.

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Page 20 - EEO TRAINING ENROLLMENT OF MINORITY AND WOMEN PROFESSIONAL EMPLOYEES

This page provides an EEO breakout of the gross numbers presented in the training reports on page 9 of the APP. The red annotations on these pages indicate areas where goals were not achieved, and in a few cases they highlight FY 77 goals that appear unrealistically high when compared with FY 76 achievements.

The most significant information revealed on these charts is that goals are achieved far less frequently in the case of Blacks than in any other EEO group. This could be caused by any one or a combination of several factors. Most probably, however, components simply do not have sufficient Blacks in the grade range who have not already taken the course, to support the stated training goals. If this is the case, of course, the goal should have been more thoughtfully established. If it is not, offices must more carefully adhere to their planning goals.

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